Alberta Labour Mobility Survey 2013

Survey Data Report on the Labour Mobility of Out-of-Province Certified Workers to Alberta in 2013

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Jobs, Skills, Training and Labour

Alberta Government

Introduction

Alberta will meet a significant portion of its current and future projected labour market shortages through interprovincial migration, specifically of certified workers[1] from other provinces and territories. Alberta's labour supply of certified workers comes from three sources: Alberta (i.e. new graduates entering regulated occupations in Alberta); certified Canadian workers from other jurisdictions; and internationally-trained workers.

Alberta has entered into two agreements to support domestic labour mobility: the *Agreement on Internal Trade* (AIT)[2] and the *New West Partnership Trade Agreement* (NWPTA)[3]. Under these agreements, a certified worker in good standing in one Canadian jurisdiction can apply to another jurisdiction which regulates the same occupation, without having to undergo additional assessment, training or experience.

This report will focus on the domestic labour supply in 2013 of new certified workers in Alberta and certified Canadian workers from other provinces and territories. The survey data used in this report provides important information to support and inform labour force planning across a number of government ministries, industry and labour groups.

Alberta Labour Mobility Survey Methodology

The survey was conducted under the auspices of the Federal/Provincial/Territorial Labour Mobility Coordinating Group (LMCG). The LMCG was established by the Forum of Labour Market Ministers to oversee the implementation of Chapter 7 (Labour Mobility) of the AIT. The LMCG is responsible for gathering information for an annual pan-Canadian evaluation of the effectiveness of labour mobility. The LMCG developed a questionnaire for jurisdictions to send to their respective regulators.

In January 2014, Alberta Jobs, Skills, Training and Labour undertook a population survey of Alberta professional regulatory organizations (PROs) through the *Alberta Labour Mobility Evaluation Survey 2013.* The survey was emailed to 70 PROs across Alberta[4] representing 104 certified occupations. Ninety-one per cent (64 regulators)[5] responded.

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[1] For the purposes of this survey, certified worker refers to workers whose occupations are governed by legislation in Alberta.
[2] Signed in 1994 by Alberta, the Government of Canada and other Provinces and Territories (except Nunavut), the *Agreement on Internal Trade* makes it easier for people, investments and services to move across Canada.
[3] The *New West Partnership Trade Agreement* was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010, and facilitates trade, investment and labour mobility between these three western provinces.
[4] All 70 Alberta regulatory authorities (government and non-government) were included in the survey and some regulators are responsible for more than one occupation.
[5] Not all of the survey responses were used in the analysis due to there being issues with interpreting or understanding the data that was reported.

Labour Mobility Rates

For the purposes of this report, labour mobility rate can be defined as the percentage of out-of-province applicants applying to Alberta out of the total number of applicants. The 2013 survey report contains data for 87 occupations reported by Alberta PROs for the 2013 calendar year. For a complete list of the Labour Mobility Rates to Alberta for out-of-province applicants, see Appendix A.

During 2013, the PROs received a combined total of 52,289 new applications for all[6] regulated occupations in Alberta excluding trades occupations[7] (Table 1). Of this total, 43,244 or 83 per cent of applications were from Alberta applicants seeking registration for the first time, and 9,045 or 17 per cent were from already certified out-of-province applicants.

Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups[8]

Occupational Groups	Alberta Applicants[9]		Out-of-Province Certified Applicants		Total Applicants
Business, Finance and Real Estate	6,451	74%	2,290	26%	8,741
Engineering, Architecture, Science and Technology	13,164	84%	2,512	16%	15,676
Health and Social Services	6,130	71%	2,451	29%	8,581
Legal, Education and Government	17,499	91%	1,792	9%	19,291
Total	43,244	83%	9,045	17%	52,289

Labour mobility rates for certified out-of-province applicants vary across occupational groups. The Health and Social Services group has the highest rate at 29 per cent, and the Legal, Education and Government group has the lowest rate at nine per cent.

Overall, the labour mobility rate for out-of-province certified workers coming to Alberta is steady. Across Occupational Groups, comparatively high mobility rates are reported for:

- Health and Social Services at 29 per cent;
- Business, Finance and Real Estate at 26 per cent; and
- Engineering, Architecture, Science and Technology at 16 per cent.

[6] Of the complete data available for analysis.
[7] Data on out-of-province trades' workers is not available.
[8] Survey data was organized in Occupational Group categories adapted from Certification Requirements for Employment in Alberta. occinfo.alis.alberta.ca
[9] Alberta Applicants incudes new Alberta applicants and Canadian residents applying for first licensure entering into regulated occupations in Alberta. The data does not include internationally trained applicants or licence renewals.

Labour Mobility Rates within Occupational Groups

Very high out-of-province labour mobility rates to Alberta exist within the occupational groups. Listed below is a sample of occupations with the highest labour mobility rates within their occupational groups.

Chart 1

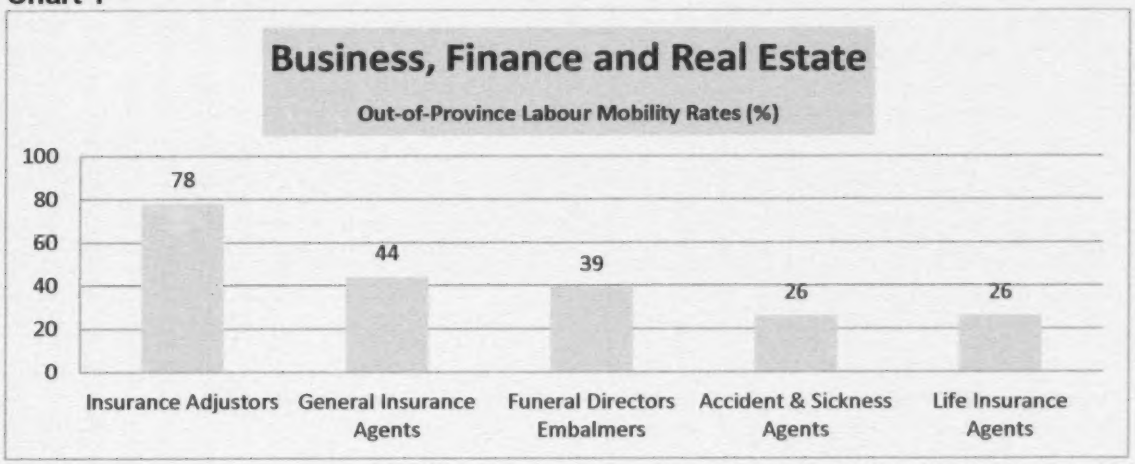


Chart 2

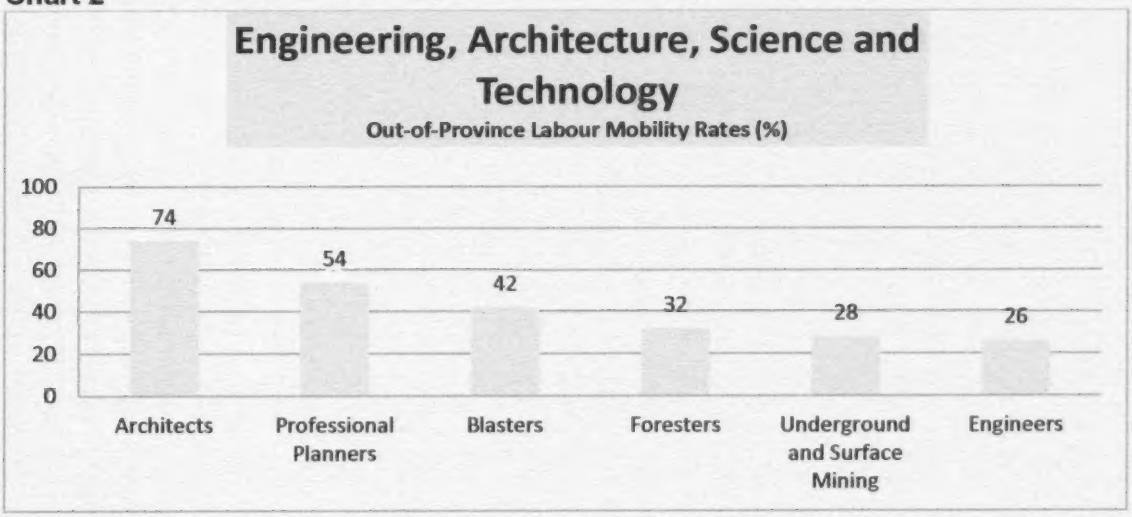


Chart 3

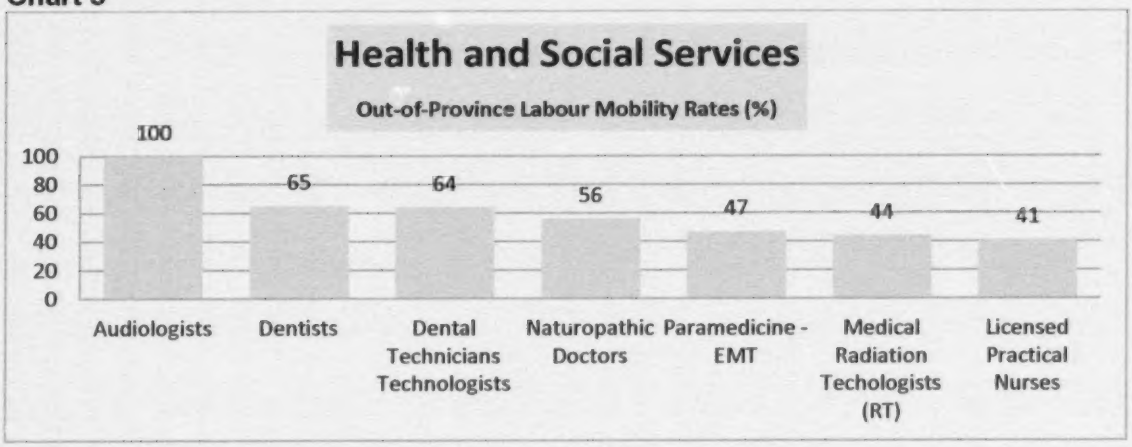
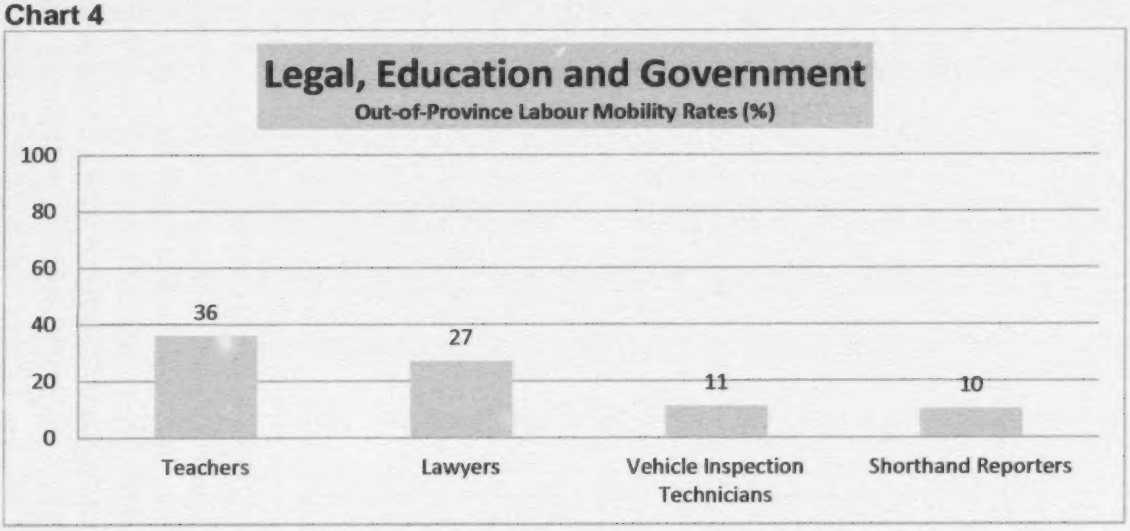


Chart 4



The top 10 regulated occupations reporting the highest number of out-of-province applicants to Alberta are provided in Table 2. Engineers had the highest number of out-of-province applicants, at 1,417, followed by Teachers at 1,149.

Table 2: Top 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta

Occupation	Out-of-Province Certified Applicants to Alberta
Engineers	1,417
Teachers	1,149
Licensed Practical Nurses	758
General Insurance Agents	703
Registered Nurses	612
Accident and Sickness Agents	564
Life Insurance Agents	498
Power Engineers	385
Paramedics - EMT	315
Pressure Welders	313
TOTAL	6,714

Out-of-province applicants in these 10 occupations account for approximately 74 per cent of all labour mobility applicants to Alberta for the reporting period. Comparing this list to Alberta's Short-Term Employment Forecast (STEF) for 2014-2016, six of these occupations are in high demand, moderately high demand or medium demand[10].

Application Processing Time

Chapter 7 requires regulatory organizations to ensure out-of-province workers already certified in a regulated occupation in another province or territory are certified and eligible to work as soon as possible and that no unnecessary delays result when reviewing an application.

The data indicate that Alberta regulators are processing applications in a timely manner. The average processing time[11] for new Alberta applicants, from the time the application is complete to receiving certification/licensure, is 13 business days. The average processing time for certified out-of-province applicants, from the time the complete application is submitted to receiving certification/licensure, is 11 business days. Across all Occupational Group categories, the average processing time for certified out-of-province applications was two days shorter than for new Alberta applicants.

[10] High demand: Engineers (Civil, Mechanical, Electrical and Electronics) and Welders; moderately high demand: Licensed Practical Nurses, Registered Nurses and Paramedics; medium demand: Teachers.

[11] Application processing time was calculated in business days. Where a range was provided the maximum was used to estimate the average processing time. Where weeks were reported they were calculated as business days.

Labour Mobility Trends

The LMCG labour mobility survey provides annual information about labour mobility rates of certified workers to Alberta. Due to inconsistencies in reporting, an exact comparison between survey data from 2012[12] and 2013 is limited; however, the following general observations can be made:

Within the Business, Finance and Real Estate occupational group (Chart 1), the percentage of applicants from out-of-province certified workers was very high across the five certified insurance occupations. It was noted by the regulator that the high rates for Insurance Adjustors are likely attributable to the Alberta floods in 2013. Application processing time in the insurance occupations averages one day, facilitating the interprovincial movement of these workers.

The Engineering, Architecture, Science and Technology occupational group (Chart 2) continued to reflect significant percentages of out-of-province applicants in both 2012 and 2013 for occupations including architects, blasters, engineers, foresters, power engineers, professional planners and veterinarians.

The Health and Social Services occupational group (Chart 3) reflected the highest overall labour mobility rates in both 2012 (27 per cent) and 2013 (29 per cent).

The Legal, Education and Government occupational group (Chart 4) reported high percentages of out-of-province applications in both 2012 and 2013 for lawyers, teachers and vehicle inspection technicians.

Labour Mobility and Alberta's Labour Challenges

The ability of workers to access employment opportunities and to pursue their chosen career across Canada is critical to building healthy families and communities. Strong labour mobility can help address labour market challenges and maintain a strong economy.

The following list includes some of the occupational groups regulated in Alberta with a forecasted labour shortage of more than 1,000 workers by 2023:

- Finance and insurance administrative occupations
- Civil, mechanical, electrical and chemical engineers
- Physicians, dentists and veterinarians
- Nurse supervisors and registered nurses
- Medical technologists and technicians
- Chefs and cooks
- Carpenters and cabinetmakers
- Electrical trades and telecommunications occupations

[12] Alberta Labour Mobility Survey 2012 is available at work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf

PROs for the following occupations reported receiving more than 20 per cent of new applications in 2013 from out-of-province certified workers. Of these occupations, six are reported on Alberta's STEF for 2014-2016 as moderately high demand[13] and three are reported as medium demand[14].

- Audiologists (100%)
- Dental Hygienists (35%), Dental Technicians/Technologists (64%), Dentists (65%), Denturists (33%)
- Dietitians (28%)
- Licensed Practical Nurses (41%)
- Medical Radiation Technologists [RT] (44%), Medical Radiation Technologists [MR] (38%) Medical Radiation Technologists [Radiological] (36%)
- Midwives (29%)
- Naturopathic Doctors (56%)
- Nurse Practitioners (31%)
- Optometrists (26%)
- Paramedicine – EMT (47%), Paramedicine – EMT-P (35%)
- Pharmacists (34%)
- Physiotherapists (34%)
- Registered Nurses (31%)
- Social Workers (22%)
- Speech-Language Pathologists (38%)

For further information about Alberta's forecasted occupational demand and supply for regulated occupations, see Alberta's Occupational Demand and Supply Outlook, 2013-2023.

Looking Forward

This report provides a snapshot of the numbers of new Alberta applicants for certification in regulated occupations, as well as the labour mobility rates for out-of-province certified workers to Alberta from January 1 to December 31, 2013. As well, it reviews the processing time for new Alberta applications and out-of-province certified workers applying for registration in Alberta.

The survey data demonstrate that interprovincial labour mobility contributes to a substantial portion of the labour supply for many occupations. Overall, the data reinforce the importance of trade agreements that facilitate labour mobility to the province.

[13] Moderately high demand: Licensed Practical Nurses, Paramedics, Pharmacists, Registered Nurses, Social Workers, Dietitians.
[14] Medium demand: Dental Hygienists, Medical Radiation Technologists, Physiotherapists.

Information from this survey will contribute to informing broader government policy development around labour supply and labour mobility, and supports the value of continuing to reduce mobility barriers. This data can also contribute to a more complete understanding of Alberta's labour market supply and enhance Alberta's labour market information. As well, it will assist to frame discussions with regulatory organizations, industry and labour groups about labour mobility opportunities and challenges.

Within the Domestic and International Labour Mobility Unit, survey information provides a quantitative context when working with PROs, industry and labour groups, and a perspective for answering questions from certified out-of-province workers. Examining labour mobility rates for a specific occupation provides information related to the impact of any limitations imposed on labour mobility. Labour mobility, as a key element of labour market efficiency, benefits industry, labour groups and certified workers, furthers the development and evolution of occupations and regulatory organizations, and contributes to the overall productivity and economic success of Alberta, as well as other provinces and territories.

Further Information on Labour Mobility

Alberta is currently party to two domestic trade agreements: the *Agreement on Internal Trade* (AIT) and the *New West Partnership Trade Agreement* (NWPTA).

AIT is an intergovernmental trade agreement facilitating the movement of people, goods, services and investment, signed by the Government of Canada and other provinces and territories (except Nunavut) in 1994. In 2009, amendments to strengthen Chapter 7 on labour mobility were put in place to eliminate unnecessary interprovincial barriers that restrict labour mobility for certified workers in regulated occupations. To view the AIT, Chapter 7 or learn more about labour mobility in Canada, please visit the Forum of Labour Market Ministers website at flmm-lmcg.org.

NWPTA was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010. Information about this agreement and the labour mobility provisions that allow certified workers to practice their occupation in the three provinces can be found at newwestpartnershiptrade.ca.

Information about the regulated occupations in Alberta that are covered under labour mobility agreements is available at occinfo.alis.alberta.ca under the Certification tab.

In Alberta, the ministry of Jobs, Skills, Training and Labour ensures implementation of the labour mobility sections of these trade agreements. For further details and contact information, please see work.alberta.ca/labourmobility or email JSTL.labourmobility@gov.ab.ca.

Appendix A

2013 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Out-of-Province Applicants[5]		A + B Total Applicants[6]
Business, Finance and Real Estate	Accident & Sickness Agents	1,633	74%	564	26%	2,197
	Certified General Accountants	274	77%	82	23%	356
	Certified Management Accountants	375	98%	6	2%	381
	Certified Management Consultants	31	91%	3	9%	34
	Funeral Directors/ Embalmers	23	61%	15	39%	38
	General Insurance Agents	884	56%	703	44%	1,587
	Insurance Adjustors (high Out-of-Province number attributed to 2013 floods)	74	22%	256	78%	330
	Land Agents	56	100%	0	0%	56
	Land Surveyors	17	85%	3	15%	20
	Life Insurance Agents	1,395	74%	498	26%	1,893
	Mortgage Brokers	379	85%	66	15%	445
	Municipal Assessors (Accredited)	26	100%	0	0%	26
	Real Estate Brokers	1,218	93%	91	7%	1,309
	Supply Chain Management Professionals	66	96%	3	4%	69
Total		6,451	74%	2,290	26%	8,741

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Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Out-of-Province Applicants[5]		A + B Total Applicants[6]
Engineering, Architecture, Science and Technology	Agrologists (Professional)	216	94%	15	6%	231
	Animal Health Technologists	120	100%	0	0%	120
	Architects	16	26%	46	74%	62
	Biologists (Professional)	392	96%	15	4%	407
	Blasters (non-mining)	67	58%	48	42%	115
	Bridge Inspectors	2	100%	0	0%	2
	Chemists (Professional)	104	99%	1	1%	105
	Engineering Technologists and Technicians (Certified)	1,063	99%	12	1%	1,075
	Engineers (Professional)	3,960	74%	1,417	26%	5,377
	Forest Technologists (Professional)	13	93%	1	7%	14
	Foresters (Registered Professional)	21	68%	10	32%	31
	Geoscientists (Professional)	514	91%	49	9%	563
	Information Systems Professionals	12	100%	0	0%	12
	Inspectors, In-Service Boiler and/or Pressure Vessel	112	100%	0	0%	112
	Interior Designers	3	100%	0	0%	3
	Locksmiths	61	100%	0	0%	61
	Master Electricians	286	91%	30	9%	316
	Pesticide Applicators	348	86%	56	14%	404
	Power Engineers	1,974	84%	385	16%	2,359
	Pressure Welders	2,837	90%	313	10%	3,150
	Private System Sewage Installers	116	100%	0	0%	116
	Professional Planners (Registered)	22	46%	26	54%	48
	Professional Technologists	88	100%	0	0%	88
	Safety Codes Officers	154	94%	10	6%	164
	Timber Scalers	60	94%	4	6%	64
	Underground and Surface Coal mine (superintendents, foremen, managers)	34	72%	13	28%	47
	Veterinarians	60	85%	11	15%	71
	Waste Reduction Specialists	57	100%	0	0%	57
	Water &/or Wastewater Operators	450	90%	50	10%	500
	Water Well Drillers	2	100%	0	0%	2
Total		13,164	84%	2,512	16%	15,676

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Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Out-of-Province Applicants[5]		A + B Total Applicants[6]
Health and Social Services	Acupuncturists	50	83%	10	17%	60
	Audiologists	0	0%	7	100%	7
	Combined Laboratory & X-Ray Technologists	35	92%	3	8%	38
	Dental Assistants	368	89%	47	11%	415
	Dental Hygienists	146	65%	80	35%	226
	Dental Technicians /Dental Technologists	12	36%	21	64%	33
	Dentists	24	35%	44	65%	68
	Denturists (Dental Mechanics)	12	67%	6	33%	18
	Dietitians	78	72%	31	28%	109
	Electroneurophysiology Technologists (ENP)	2	100%	0	0%	2
	Hearing Aid Practitioners	14	88%	2	13%	16
	Licensed Practical Nurses	1,092	59%	758	41%	1,850
	Medical Laboratory Technologists	99	76%	31	24%	130
	Medical Radiation Technologists (Radiation Therapy)	10	56%	8	44%	18
	Medical Radiation Technologists (Magnetic Resonance)	10	63%	6	38%	16
	Medical Radiation Technologists (Nuclear Medicine)	11	69%	5	31%	16
	Medical Radiation Technologists (Radiological)	77	64%	44	36%	121
	Midwives	5	71%	2	29%	7
	Naturopathic Doctors	11	44%	14	56%	25
	Nurse Practitioners	22	69%	10	31%	32
	Opticians	49	91%	5	9%	54
	Optometrists	28	74%	10	26%	38
	Paramedicine - Emergency Medical Responders	1,234	95%	69	5%	1,303
	Paramedicine - Emergency Medical Technicians	358	53%	315	47%	673
	Physiotherapists	97	66%	49	34%	146
	Psychiatric Nurses	59	81%	14	19%	73
	Psychologists	158	98%	4	2%	162
	Registered Nurses	1,356	69%	612	31%	1,968
	Social Workers	304	78%	88	22%	392
	Speech-Language Pathologists	37	62%	23	38%	60
Total		6,130	71%	2,451	29%	8,581

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Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Out-of-Province Applicants[5]		A + B Total Applicants[6]
Legal, Education and Government	Child Care Professionals (Assistant, Worker, Supervisor)	6,637	99%	70	1%	6,707
	Driving Instructors	160	100%	0	0%	160
	Lawyers	346	73%	126	27%	472
	Local Government Managers	9	100%	0	0%	9
	Investigators	510	98%	11	2%	521
	School Business Officials	3	100%	0	0%	3
	Security Guards	6,478	96%	275	4%	6,753
	Shorthand Reporters (Certified)	9	90%	1	10%	10
	Teachers	2,047	64%	1,149	36%	3,196
	Vehicle Inspection Technicians	1,300	89%	160	11%	1,460
Total		17,499	91%	1,792	9%	19,291
Total in All Occupational Groups		43,244	83%	9,045	17%	52,289

[1] The data reported is for a one-year time span from January to December 2013. A survey of regulatory bodies within Alberta was conducted by the Domestic and International Labour Mobility unit within Workforce Strategies, Alberta Jobs, Skills, Training and Labour, from February to March, 2014.

[2] **Occupational Groups** are adapted from Certification Requirements for Employment in Alberta **occinfo.alis.alberta.ca**

[3] **Data on the trades occupations from Apprenticeship and Industry Training was not included** as data on Out-of-Province applicants is not collected. In addition, data was not collected or could not be analyzed for the following occupations: chartered accountants, chiropractors, collectors, driving examiners, home economists, home inspectors, horse racing occupations, hunting and fishing guides, landscape architects, occupational therapists, podiatrists, physicians and surgeons, and respiratory therapists.

[4] **Alberta Applicants** incudes new Alberta applicants and Canadian residents applying for first licensure entering into regulated occupations in Alberta. The percentage of Alberta Applicants was calculated by dividing the Alberta Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of new applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

[5] **Out-of-Province Applicants** includes certified workers from other Provinces and Territories entering into regulated occupations in Alberta. The "Labour mobility rate" of Out-of-Province Applicants was calculated by dividing the Out-of-Province Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of Out-of-Province applicants entering a regulated occupation in Alberta. Survey data excludes applicants with international qualifications who are not currently certified in Canada and license renewals.

[6] **Total Applicants** includes new Alberta applicants and Canadian residents applying for first licensure and certified Canadian Out-of-Province applicants entering into a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.